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PROFESSIONAL SELECTION PANEL

Wednesday, 12 November (1)

Attended a Review Committee Meeting for the Agency Career Service Board and presented the DD/I feeling that the Professional Selection Panel should be officially placed in a position that it may be appealed to by the Assistant Directors in the event I&S, Medical, or Personnel Offices turn down an applicant for employment. This position is desirable in that there is now no mechanism for appeal except to the Director himself and in most cases the Assistant Director appealing does not have the facts on which the turndown has been based. The three Offices mentioned above object to having another layer interposed between them and the Director. [REDACTED] for AD/CD, agreed with the DD/I feeling, as outlined above. [REDACTED] for DD/P, felt that this review and appeal function belonged to the Personnel Office rather than to a super-imposed Panel. As a strong disagreement existed among the members of the Review Committee present, the DD/A withdrew the paper from the Agenda to be considered at the Agency Career Board Meeting on Friday, 14 November. I will re-open this matter with the Professional Selection Panel at its next meeting.

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Friday, 14 November (1)

Attended Professional Selection Panel meeting and after almost two hours of discussion, it was decided to refer the following question to the Career Board at its next meeting:

"Is the Panel to review and recommend turn-down cases or to accept the 'one-way valve' concept that turn-downs by I&S, Medical and Personnel may not be questioned?"

Friday, 21 November (1)

Attended Professional Selection Panel meeting. The Panel has received a Directive from the Career Service Board, part of which states that the Panel will examine individual cases - thru Grade GS-11 - where doubt has been cast on suitability. It was explained to us that this grade limitation was placed by [REDACTED] in light of the DCI's original Directive and because one member of the Board registered official disapproval of the recommendations, agreed to by the balance of the Board, that there be no restriction as to grade. I pointed out to the Panel that I felt this grade restriction undesirable, but was overruled by the Panel in that we had no authority to question the Directive issued to us.

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Professional Selection Panel (cont'd.)

Tuesday, 16 December (1)

25X1A9a Discussed Professional Selection Panel matters at some length with [REDACTED] Special Assistant to DD/A. I feel rather strongly that the Panel's consideration of suitability for career must be careful to avoid the Old Army concept that all individuals must be fully qualified for all types of duty. We must recognize that a research analyst will probably confine his career to the research field and would probably never be called upon to brandish a sabre and lead a charge. Thus, in our deliberations, we must always be realistic in assessing the type of career in which the individual will specialize. [REDACTED] was not entirely in accord with this. I know that [REDACTED] is inclined toward the opposite view, namely, Old Army concept.

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Friday, 19 December (1)

Attended Professional Selection Panel meeting. [REDACTED] announced that the DD/A has directed the Office of Personnel to make a study to determine whether or not it would be desirable to have in the Agency a system similar to State's Foreign Service.

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